



WBSBF Recognition Award

BSBF 2024, 1st October 2024, Trieste

<https://www.bsf2024.org/women-in-big-science>

Guidance for networks on how to participate, what evidence to provide, and how applications will be evaluated

Level LN2: Actions to promote diversity and inclusion in the organization(s) directly connected to the network

Please *consult the [BSBF2024 website](https://www.bsf2024.org) for background information on the Award initiative*

Overview

The WBSBF (Women in Big Science) Recognition Award recognises and celebrates the achievements of organisations, programmes, and teams in creating gender bias-free institutional cultures, where women can thrive on equal terms to men. Because networks often operate as semi-formal entities, the 2024 edition of the WBSBF Recognition Award introduces a **new award category specifically for networks**. Improvements created by networks are considered at three levels: Level N1: Actions to improve individual professional growth; Level N2: Actions to promote diversity and inclusion in the organizations directly connected to the network, and Level N3: Actions to foster cooperation among diverse entities and influence policy or decision makers, and/or promote and foster the importance of big science projects in society. This document focuses on achievements at Level N2.

General information on how to participate

- Applications recommending networks for the WBSBF Recognition Award should be submitted on behalf of a Network.
- Organisations that are participating in BSBF can submit an application
- Applications should identify the composition of the Network (i.e., who are the members, how members are selected, what is the role of members)
- Details should be provided on the organization of the Network (i.e., is there a governing/management structure with clear responsibilities and monitoring of activities to assess effectiveness and impact)
- What is the scope and ambition of the Network's mission (i.e., is it to serve the interests of the members, e.g., career decision support, or act as an agent of change for gender equality and gender balance)
- The application must be presented as a Poster (A0 format, vertical display)
- An electronic copy of the poster should be sent to WBSBF@f4e.europa.eu
- **The deadline for submitting the application is 13th September 2024**
- Applications will be assessed by a Panel of Experts representing different sectors of the Big Science ecosystem
- The results will be announced on 1st October

- **Applications should show relevant evidence of achievement at Level LN2**
- In addition, Networks can seek recognition for improvements also made at Level LN1 and/or Level LN3
- To illustrate possible responses, the guidance notes for each level provide examples of relevant actions but these should not be seen as obligatory or exhaustive: evidence of different approaches/measures is welcome
- The applying **organisation should bring a printed copy of the poster to the event** and attach it to an available poster board in the allocated exhibition space
- **A representative of the submitting organisation should be available to present the poster** during the Award session on 1st October

Preparing evidence of achievement for Level LN2:

Questions to consider:

1. Does the Network actively contribute to the organisation's gender equality policy and its implementation, e.g., the content and monitoring of Gender Equality Plans, or providing advice on relevant EDI measures
2. Does the Network engage with the management on shared concerns, e.g., work-life balance support for women and men, equal pay, transparent promotion criteria
3. Does the Network act as an internal platform for dialogue between different functional units in the organisation, e.g., organising get-together events to share best practices on current gender equality issues, cooperating with Human Resources team to gender-proof recruitment processes
4. Does the Network engage with the organisation's Public Relations and Communication teams to help showcase the achievements of the women in the organisation
5. Does the Network champion its members for the openings in the management and leadership positions in the organisation, e.g., keeps an eye on promotional opportunities, helps make women in the organisation 'visible'

How the evidence will be assessed

Evidence in support of each of the five questions will be evaluated by assigning a score on the scale of 0 -5, with 0 = 'don't agree' and 5 = 'fully agree'. Therefore, the maximum score for Level 2 = 25/25. The threshold score for Level 2 = 15/25

Examples of how the evaluation scores may be interpreted:

- **5/25** – the Network has a restricted remit and narrowly defined mission. It has implemented limited measures to promote gender equality and/or big science. Actions are implemented irregularly. Concrete evidence of impact beyond its members is limited. There are no specific plans for expanding the scope and ambition of the Network's mission.
- **25/25** – the Network has adopted a strategic approach to making an impact with well-defined policy objectives and a variety of appropriate concrete measures to promote structural improvements for gender equality. The evidence of performance is strong and shows measurable outcomes.

Examples of possible measures that might be deployed at Level LN2

- Policy engagement, e.g., guiding and monitoring the implementation of a Gender Equality Plan; checking promotional materials organisation uses to help improve its public profile
- Professional activities, e.g., conducting audit of HR practices to identify possible biases that may disadvantage women; organising work-life balance events

- Capacity building activities, e.g., surveying the network members to identify possible problems, e.g. experience of sexual harassment or discrimination; promoting gender best practice to be adopted by management
- Industry engagement. e.g., hosting organisation-wide events with collaborating stakeholders to raise awareness of gender issues and benefits of gender quality
- Societal engagement, e.g., hosting organisation-wide social events; promoting intra-organisational campaigns on societal concerns such as planting trees to mitigate effects of climate change